

## How To Maintain Healthy Relationships

### 1 Know your wants and needs

Understanding your wants and needs from a relationship and sharing this with your colleague can help avoid some issues later. Understand that not one person can meet all your desires in a relationship.

### 2 Be willing to compromise

Compromising involves being flexible. A relationship involves two people not just one, so it is important to make sure that all parties involved are happy with the situation.

### 3 Communicate

Even though most people would like to think their colleagues know everything about them, this is not the case. Communication is not just about talking. Good communication involves truly listening to your colleague while they are expressing their thoughts and feelings.

### 4 Deal with conflict

Conflict happens! Never try to avoid it, when conflict is avoided it only builds up. Unaddressed issues often lead to larger problems later.

## Are Your Friendships Healthy?

- » **Respect**—Everyone has different opinions about different issues. Appreciating your friends' differences will strengthen your relationship.
- » **Trustworthiness**—Be honest with yourself as well as with your friends.
- » **Devotion**—Become connected emotionally and intellectually with your friends through communication.
- » **Consideration for Others**—Go out of your way to make your friends feel special.
- » **Dependability**—Be there for your friends because they will be there for you.
- » **Inspiration**—Your friends inspire you to try new things, be a better person, and challenge you.

Crosnoe, R. (2006). Friendships in childhood and adolescence: The life course and new directions. *Social Psychology Quarterly*, 63(4), 377-391.

*Friendship improves happiness and abates misery, by doubling our joy and dividing our sorrow.*

—Joseph Addison



## Tips For Workplace Friendships

- Be cautious with what you share among your co-workers. Friends at work may share information with you that they do not want spread around the office.
- Watch out for conflicts of interest. If you think your friendship is putting either of you in a compromising situation, talk about it.
- Know if your company has a policy regarding co-worker relationships and follow it.



## 9-5 Friends



Is friendship in the workplace a good idea? Will it make people dread Mondays less? The evidence is promising that friendship is a key component to work satisfaction. It has been proven that opportunities for friendship at the workplace are correlated with greater job satisfaction. Having greater job satisfaction then leads to an increased organizational commitment and decreased work turnover.

Elton Mayo first detailed work relationships in the early 1930s. He believed that how much employees felt social satisfaction in the workplace was the most powerful predictor of their productivity. Having workplace friendships can help create better communication, support, cooperation, energy, and a sense of security that will influence someone's attitude about work and their behavior as well. Having a friend at work can also give you insight into the inner-workings of your company. Another unexpected bonus is a friend can often recommend you for a job position. It has also been discovered that those who have friendships at work are less likely to leave their jobs and seek employment elsewhere.

Another important component is whether or not the employee feels they are working in a friendly environment. Having a friendlier environment also leads to increased cohesiveness of the group. It is also important to note that in times of difficulty or challenge, strong friendships are often formed. The friendships help co-workers to cope and lean on others for support until things are back to normal. It has been suggested that people rely more on the workplace for a sense of belonging than was formerly found in relationships with their extended family, church, and community. Whether or not this idea is true for you, it is a good idea to consider developing friendships at work and working to strengthen the ties you already have with your co-workers.

